

**City of Salem  
First Passage**

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***In the year two thousand and twenty-one***

**An Ordinance** to amend an Ordinance establishing the Race Equity Commission

***Be it ordained by the City Council of the City of Salem, as follows:***

**Section I.** Chapter 2, Article IV of the Code of Ordinances is hereby amended by adding the following new Division following Division 17:

“Division 18. – RACE EQUITY COMMISSION

Sec. 2-1032. There is hereby established a race equity commission for the purpose of:

- (a) implementing elements of the City’s Race Equity Action Plan and updating said plan periodically as necessary;
- (b) advising departments and City officials on strategies and approaches to ensure municipal programs, policies, budgets, and ordinances are developed in a manner that avoid and reduce systemic racism and bias;
- (c) developing and recommending initiatives, programs, and policies intended to reduce systemic racism and bias in Salem;
- (d) designing and conducting hiring and recruitment programs and advise on employee training and retention programs to increase diversity and cultural competency of City staff;
- (e) supporting and guiding community organizations, employers, associations, nonprofits, agencies, businesses, and others in methods by which they can help reduce systemic racism and improve racial equity in Salem; and
- (f) seeking grants and other sources of support and resources to carry out the Commission’s work.

Sec. 2-1033. The commission shall consist of seven members: the City’s Human Resources Director or their designee, the City Solicitor or their designee, the School Superintendent or their designee and four other members appointed by the Mayor and subject to City Council confirmation. The members shall each serve a term of three years. The commission shall also have the following liaisons: the Chief of Police or their designee; and a member of the City Council chosen according to the rules of the City Council.

**Section II.** This Ordinance shall take effect as provided by City Charter.

In City Council June 24, 2021

Referred to the Committee on Ordinances, Licenses and Legal Affairs co-posted with the Committee of the Whole

In City Council December 9, 2021

Adopted for first passage

ATTEST:

ILENE SIMONS  
CITY CLERK

Adv: 12/29/2021